



# WW GBR Limited

## Gender Pay Gap Report 2021

# Message from Anna Hill, SVP and General Manager, UK



At WW, we are committed to being an organisation where all employees thrive and are supported to progress their careers, regardless of gender.

The data analysed in this report is based on a specific snapshot date, as set by the government, therefore all figures within this report referencing current snapshots are reflective as of 5th April 2021. As of this date, we had 416 employees, 361 female employees and 55 male employees, so we continue to have a strong female employee demographic.

The government has instructed employers to exclude employees from most calculations if they were on Furlough and not paid their normal earnings, therefore this data does not give us a full picture. Due to this direction 179 Coach employees have been removed as they were on furlough during the snapshot period and topped up to 80% of earnings. This means our numbers for 2021 are based on 237 employees.

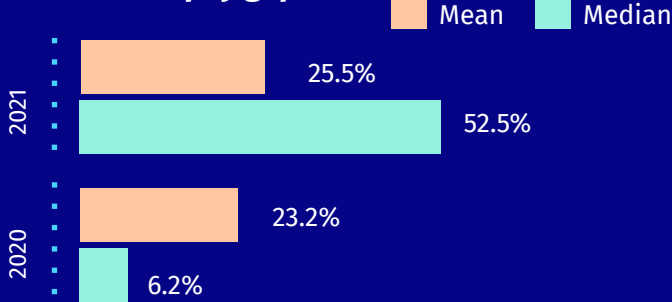
We remain committed to making progress to close our gender pay gap.

## Gender Pay Gap vs Equal Pay

**The gender pay gap is the difference in average pay for men and women across an organisation. This is different to equal pay, which is a direct comparison of men and women being paid the same when doing the same or similar work.**

# Our Numbers

## Gender pay gap



During this exceptional year our overall gender pay gap numbers have increased year on year however it is important to remember **we aren't comparing like for like populations** primarily due to furlough of Coaches which is a predominantly female population.

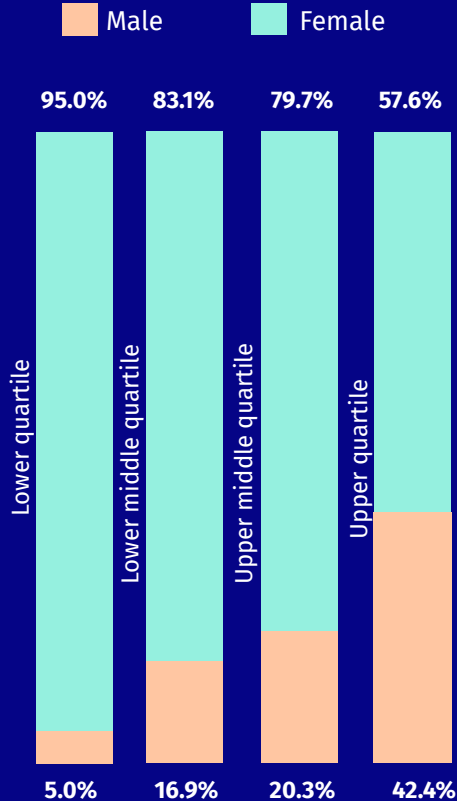
**25.5%**  
Mean gender pay gap

**52.5%**  
Median gender pay gap

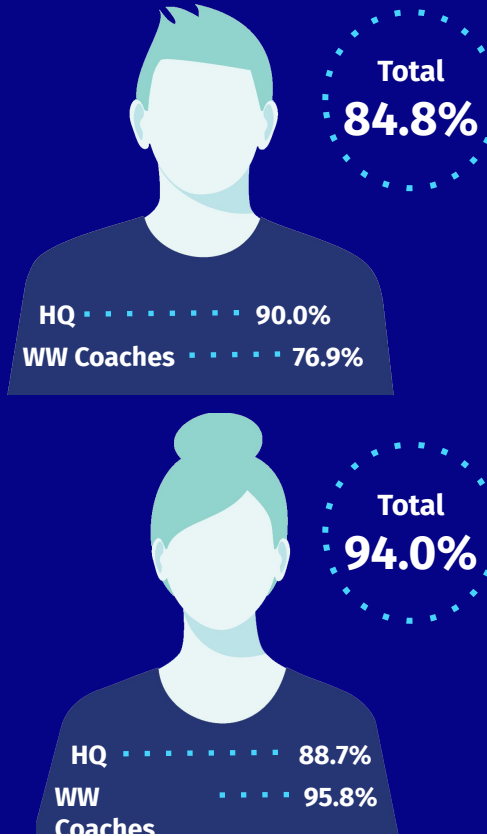
**54.9%**  
Mean gender bonus gap

**79.6%**  
Median gender bonus gap

## Pay quartiles



## Proportion of males and females paid a bonus



**Mean gender pay gap**  
The difference between the hourly pay of all male and female employees when added up separately and divided by the total number of the males and females in the workforce.

**Median gender pay gap**  
The difference between the pay of the middle male and middle female, when all of the employees are listed from the highest to the lowest paid.

**Mean and median bonus gap**  
The median and mean calculations are also applied to the bonus sums awarded to our employees over the twelve-months prior to the snapshot period.

**Quartile pay bands**  
The percentage of males and females in four notional, equal-sized pay quartiles (lower, lower middle, upper middle, upper).

**Bonus proportions**  
The percentage of male and female employees awarded a bonus. At WW, our bonus, recognition and reward approach is tailored to specific roles, but the government reporting structure requires all bonuses across the business to be compared into one average figure.





# What do our numbers mean?

Following analysis of our numbers based on the six measures of the gender pay and bonus gap, there are many factors that continue to impact our gender pay gap. At the snapshot date, the UK business had a total of **237 full-pay relevant employees with the majority now being our Corporate team**, which makes up 65.4% of our population. This is an unusual demographic split for us as typically our Coach population occupies the majority, therefore this has impacted our gender pay gap as the data isn't a completely accurate reflection of our employee demographic.

## Furlough

Due to the COVID-19 pandemic, our WW Workshops were closed in April 2021 therefore our **Studio Coaches were on furlough and paid 80% of their average earnings** at the snapshot date. This means they are no longer full-pay relevant employees so our data set is reduced from 416 employees to 237 employees.

## Coach earnings

We have listened to our Coaches and simplified their compensation model; maximising the opportunity to earn commission through the e-commerce site, an increase in hourly rates, and a new bonus structure to focus on the service we provide to our members through Customer Satisfaction scores and regular attendance, as we know that members who stay longer see greater success.

## The changing shape of our workforce

In April 2021, we consolidated our W.W.I (European Services) Ltd business entity with WW (GBR) Ltd therefore these employees now form part of our Gender Pay Gap report. **This was an additional 47 employees, 19 females and 28 males** including several UK based senior members of Global teams.

In response to the unprecedented challenges faced by the business due to the pandemic, we restructured both our Coach population and Corporate teams in 2020 based on the reduction of our physical footprint.

**As of April 2021, we had 416 UK employees, 361 females and 55 males.**



# What are we doing to tackle our gender pay gap?

We continue to challenge ourselves to achieve greater diversity and gender balance at WW. To help us tackle the gender pay gap, we remain committed to the five key focuses as stated in our previous reports.

## 1. Supporting diversity

We are committed to “**Do Better and Be Better**” by driving change for a more equitable world, making diversity and inclusion a global business priority. We provided training for our employees and saw a **94% completion rate** of the **Appreciating Differences** course we provided for our Coaches.

We’re proud that in our 2021 Engagement Survey, 83% of employees agreed that they work in an **inclusive environment** where different opinions, backgrounds, experiences and perspectives are encouraged.

## 2. Career progression

We always encourage **career development for our internal talent** and in 2021 we continued to use our **apprenticeship levy** to develop Corporate members of our team across functional and leadership courses. Where we are unable to spend all of our levy, we’re proud to support other organisations with their talent growth through the **Levy Transfer Scheme**. In 2021 we sponsored two Apprentices at WELLFOUND, and in 2022 we will be supporting Apprentices at The British Menopause Society.

## 3. Avoiding unconscious gender bias

To achieve more gender balance among our workforce, we track our applicants’ gender. For all corporate vacancies in 2021, our applicants were split **61% female and 39% male**.

In 2022, we’re aiming for **56% growth** in Studio Coach recruitment meaning it is more important than ever to raise awareness of unconscious bias enabling us to become a more gender balanced workforce.

We remain committed to supporting the development of our existing team and selecting the **best candidate for the job** regardless of gender.

# What are we doing to tackle our gender pay gap?

We continue to challenge ourselves to achieve greater diversity and gender balance at WW. To help us tackle the gender pay gap, we remain committed to the five key focuses as stated in our previous reports.

## 4. Fair and competitive salaries

Fair compensation remains a priority for us, empowering our people through meaningful reward programs and to be ambassadors of healthy habits at home, at work – everywhere. We make **pay and bonus decision-making based on data** and continue to **pay for performance**.

This is supported by our Global Career Framework and the two e-learning modules rolled out for People Leaders with a 97% completion rate, helping us to ensure our **teams can make strategic pay decisions** and are rewarded consistently and fairly.

## 5. Flexibility, wellbeing and work-life balance

We understand the benefits of flexible working for our employees and these have been brought to the forefront during these unprecedented times. We appreciate the need for in person interaction to build relationships and a sense of belonging, so in 2021 we took a **hybrid approach to support flexibility and a better work-life balance**. This has enabled us to adapt with agility to changing government guidelines.

Also, we agree that it is more important now than ever to support employee wellbeing, especially with working remotely over the last year, so we have **launched several wellbeing initiatives** to ensure that employees feel supported. Some initiatives include protecting zoom or meeting free time for deep work and becoming a **Menopause friendly employer** encouraging open conversations about menopause as it will impact everyone either first or second hand.

We continue to be passionate advocates of flexible working at WW and prioritise our employees' wellbeing.

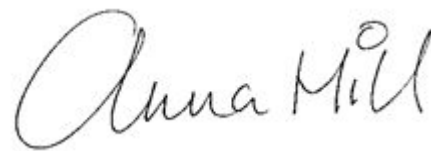
# Disclosure

The information shared in this report demonstrates that we have made some progress in exploring opportunities and implementing initiatives that will help us to continue creating a fair and inclusive workplace for everyone. However, this year's report is exceptional due to the government instruction on reporting furloughed employees so skews any year on year comparisons. We remain committed to our focus areas to reduce the gap, whilst ensuring that we retain and develop our existing talent and hire the right people for the role, regardless of gender.

We have the opportunity and responsibility as an organisation to create a community that is diverse, equitable and inclusive, which supports our business mission and purpose. Promoting and supporting diversity and inclusion at WW is a key tenet of our future business strategy. Our continued commitment is to “Do Better and Be Better” and to build an inclusive culture that enables everyone to thrive, regardless of gender.

The introduction of our UK Inclusion and Diversity Action Panel in 2020 has been a catalyst in raising more awareness, driving a better culture, and improving engagement and productivity. We listened to our people with an Inclusion & Diversity survey in March 2021 to understand current culture and to shape the support, awareness and opportunities for learning we offer. 78% of respondents believe I&D is a high priority focus area for WW but there is room for improvement so we will continue to challenge ourselves to “Do Better and Be Better”.

As SVP and General Manager, UK at WW GBR Limited, I, Anna Hill, confirm that the information contained herein is accurate and meets the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Anna Hill,**  
**SVP and General Manager, UK**